## **SWCD Supervisor Recruitment Tool**

This tool helps identify some desired characteristics and current gaps of SWCD supervisors. Whether this tool is utilized by a single individual or a nominating committee, mark the grid for each characteristic that is filled presently by one or more SWCD supervisors. After that, it will be easy to identify gaps needed to be filled. Note the numbers represent current supervisors and the letters represents the name of a prospective supervisor.

Categories to Consider		Curre	nt SW	CD Su	perviso	ors	Prospective SWCD Supervisors						
					_								
Geographic Location	1	2	3	4	5		1	2	3	4	5		
Town or City													
Suburbs													
Rural													
Farm													
Financial Position													
Self-employed													
Salary/Hourly Wage													
Length of SWCD Service													
More than 12 years													
6-12 years													
3-6 years													
Less than 3 years													
SWCD Committees													
Nominating													
Budget													
Personnel													
Soil and Water													
Education													
Forestry													
Audit													
Other-													
Desirable Qualities													
Progressive													
Innovative													
Likable													
Strong Leadership Skills													
Understands Nat. Res. Issues													
Promotes Conservation	<b>†</b>	+						<u> </u>		1	<u> </u>		
Fund Raising Abilities	<b>†</b>	+						<u> </u>		1	<u> </u>		
Good Public Speaker	<b>†</b>	+						<u> </u>		1	<u> </u>		
Good Listener	<b>†</b>	+						<u> </u>		1	<u> </u>		
Time for Commitment		+											
Respected Community Leader													
Professional													
Good Judgment/Integrity	+	+						+			+		
Good Judgment/Integrity	<u> </u>						<u> </u>				1	ļ	

Desirable Qualities							
High Tolerance of Criticism							
Supportive Family & Friends							
Unbiased							
Proven Performer							
Trainable							
District Interests High Priority							
Area of Expertise/Skill							
Ag Production							
Communications							
Advertising							
Fund Raising							
Education							
Sales and Service							
Law							
Finance							
Local Government Relations							
State Government Relations							
Federal Government Relations							
Forestry							
Public Relations							
Organization							
Management							
Personnel Mangagement							
Soil Resource							
Water Resource							
Business							
Construction							
Real Estate							
Development							
Horticulture							
Legislative Process							
208.5.44.1.1.00.55							
Gender							
Female							
Male							
Race/Ethnic Background							
Asian/Pacific Islander							
African American							
Hispanic/Latino							
Native American							
White/Caucasian							
Other:							
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